

MARINE CORPS COMBAT MARKSMANSHIP SYMPOSIUM
CHARTER

1. Purpose. This charter establishes the Combat Marksmanship Symposium for the purpose of synchronizing HQMC, supporting establishment, and operating forces efforts as they relate to combat marksmanship.

2. Mission. The Combat Marksmanship Symposium is chartered as a forum for vetting issues and will serve in an advisory capacity to Deputy Commandant Combat Development & Integration (DC CD&I) and marksmanship advocates. The Combat Marksmanship Symposium will examine marksmanship related issues for review and consensus prior to submission to other forums, other advocates, and HQMC staff sections as required. Weapons Training Battalion (WTBn), Training Command is designated as the lead agent for the establishment and conduct of the Marksmanship Symposium.

3. Intent. Marine Corps combat marksmanship possesses its own unique set of challenges, issues, and requirements. Marksmanship impacts and is impacted by numerous adjacent skill sets whose training requirements can have inadvertent second and third order effects. The intent of the Combat Marksmanship Symposium is to provide an additional forum that serves as a critical link between marksmanship efforts and HQMC, in order to develop a thorough, consistent, and relevant message that articulates current marksmanship challenges, priorities and issues. The Combat Marksmanship Symposium does not replace the chain of command or other formal processes, but rather will provide stronger linkages among the operating forces, HQMC, the supporting establishment and other working level representatives concerned with issues involving Marine Corps combat marksmanship. The Combat Marksmanship Symposium will develop Plans of Action and Milestones (POA&M) to implement change to policy, programs, procedures, and monitor overall resolution of actions for validated marksmanship issues.

4. Organization. The Combat Marksmanship Symposium will consist of two separate entities: the Executive Steering Committee (ESC) and Working Groups (WGs).

a. The Executive Steering Committee. DC CD&I will serve as advocate. The ESC is comprised of XX members representing four different groups:

(1) HQ Element in Support of the Advocate. These elements are Deputy Commandants of Plans, Policy & Operations (DC PP&O), Installations and Logistics (DC I&L), Aviation (DC

AVN), Marine Corps Systems Command (MARCORSYSCOM), and Marine Corps Installations Command (MCICOM). PP&O represents Ground Combat Element (GCE) interests and represents the focus of Marine Corps Combat Marksmanship (infantry community). DC I&L represents the Logistics Command Element (LCE) and speaks to Marine Logistics Group (MLG) issues. DC AVN represents the Aviation Combat Element (ACE) and speaks to combat marksmanship issues relevant to the aviation community. MARCORSYSCOM in an advisory role to provide information to the symposium regarding weapons fielding and requirements, they are not a voting member of the ESC. MCICOM represents bases and stations and speaks to facility issues.

(2) Resource Proponent. Marine Forces Command (MARFORCOM), Marine Forces Pacific (MARFORPAC), and Marine Forces Reserve (MARFORRES) are component headquarters that address and support resourcing decisions in their respective commands.

(3) Implementation. I MEF, II MEF, and III MEF receive the end products or are responsible for executing recommendations from the ESC as the main component of the operating forces (OPFOR). They provide guidance regarding the feasibility of supporting recommendations in the OPFOR and provide a true picture of the current state of marksmanship in the MAGTF.

(4) Entry Level Training Continuum. WTBn Quantico, Weapons Field Training Battalion, Edson Range, Camp Pendleton, Weapons Field Training Battalion, Parris Island, School of Infantry West, Camp Pendleton, School of Infantry East, Camp Lejeune, and Training and Education Command (TECOM), They provide guidance regarding the feasibility of supporting recommendations within the entry level training continuum.

b. Working Groups. The WGs are temporary organizations focused on specific tasks and are composed of a number of associated representatives with a strong background and experience base in specific marksmanship areas. Chairmanship of the WGs will be assigned by the ESC. WGs will focus on specific issues pertaining to doctrine, organization, training, material, leadership, personnel, and facilities (DOTMLPF), across the MAGTF. WGs will initiate or respond to Combat Marksmanship Symposium action items, staff as necessary and present them to the ESC with recommended solutions. WGs may seek advice and input from functional subject matter experts within HQMC and the supporting establishment. Action items will be presented in a

Topic, Discussion, and Recommendation format with a recommended priority for the ESC's consideration.

5. Procedures. The Combat Marksmanship Symposium is a MAGTF forum. Each ESC member will have one vote (unless otherwise noted). All WG members will have one vote in the WGs, SMEs brought into a WG for briefings will not vote unless they are members of that WG. Differences will be resolved with a simple vote. All outputs from the symposium will be submitted by the ESC via TRNGCMD and TECOM to DC CD&I. Issues that cannot be resolved with a vote in WGs will be referred to the ESC for resolution. Dissenting opinions will be formalized and submitted in writing to the DC CD&I for consideration. The Combat Marksmanship Symposium will not duplicate other efforts; the focus will be on MAGTF level marksmanship issues across the DOTMLPF spectrum. WTBn Quantico, whose mission is to serve as the Marine Corps proponent for all facets of small arms marksmanship and be the focal point for marksmanship doctrine, training, competition, equipment, and weapons, will be the Office of Primary Responsibility (OPR) for identifying and validating WG issues. An Office of Collateral Responsibility (OCR) will be assigned for each WG issue to allow simultaneous issues to be worked concurrently.

6. Issues. There are many important issues facing marksmanship, which require resolution. However, in order for an issue to be included in an advocate board or other formal process, the issue must be properly scoped with sufficient analytical rigor, and proposed courses of action coordinated with other pertinent entities, prior to inclusion in these forums for action and/or decision. Each issue presented by the Combat Marksmanship Symposium will be acted on at the lowest possible level. Issues will be developed from all applicable sources, which include but are not limited to; directed issues from DC CD&I and the marksmanship ESC; issues raised in our training school houses; issues raised from the OPFOR; issues discussed during various OAGs; and any other marksmanship issues that have applicability across the MAGTF. Other marksmanship issues may be added at the request of any Combat Marksmanship Symposium member. WTBn will solicit topics and agenda items in advance of the Combat Marksmanship Symposium via naval message.

7. Action. The Combat Marksmanship Symposium will meet annually, or as required, to provide timely input for marksmanship advocates. The Combat Marksmanship Symposium call for topics will be announced via naval message and action officers at WTBn will be identified to coordinate the event.

WTBn Quantico will coordinate all pre-symposium and post-symposium activities, and facilitate the conduct of the symposium in session. Electronic copies of all proposed action items and briefs will be forwarded to the Combat Marksmanship Symposium action officers no later than 30 days prior to the first day on the symposium for inclusion into the ESC Combat Marksmanship Symposium briefing book. Action items resulting from the Combat Marksmanship Symposium will be assigned and tracked by WTBn, and will be the first agenda item of every future Combat Marksmanship Symposium. Completed actions will be forwarded to DC CD&I for administrative processing and, where required, inclusion to various advocate board agendas.

8. Changes to this charter can be proposed by the ESC and are subject to approval by DC CD&I.

KENNETH J. GLUECK JR.
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